

Message Text

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22

ACTION EUR-12

INFO OCT-01 ISO-00 USPS-01 CIAE-00 COME-00 EB-07 INR-07

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FM AMEMBASSY OTTAWA

TO SECSTATE WASHDC 1812

INFO ALL CONGENS IN CANADA

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E.O. 11652: N/A

TAGS: ELAB, CA

SUBJ: MEDIATION FAILS IN POSTAL DISPUTE

REF: OTTAWA 4194

1. BEGIN SUMMARY. MONTH-LONG MEDIATION EFFORT IN POSTAL DISPUTE OVER TECHNOLOGICAL CHANGES TERMINATED NOV. 30. UNION EXECUTIVE WILL DECIDE THIS WEEKEND WHETHER TO STRIKE OR RESUME NEGOTIATIONS. END SUMMARY.

2. IN WAKE OF SEVERAL ROTATING STRIKES CANADIAN UNION OF POSTAL WORKERS (CUPW) AGREED LATE OCTOBER TO MEDIATION IN ITS DISPUTE WITH POST OFFICE OVER TECHNOLOGICAL CHANGES. MEDIATOR HALL, FINDING POSITION OF PARTIES TOO FAR APART, TERMINATED EFFORTS TO REACH SETTLEMENT. CUPW WANTS POST OFFICE TO ABIDE BY LETTER OF ARTICLE 29 IN COLLECTIVE AGREEMENT (ONE OF MAJOR GOC CONCESSIONS ENDING SIX-WEEK STRIKE A YEAR AGO) WHICH STIPULATES ADVANCE NOTICE AND CONSULTATION ON NATURE OF TECHNOLOGICAL CHANGE; NUMBER, TYPE AND LOCATION OF EMPLOYEES LIKELY TO BE AFFECTED; EXPECTED EFFECT ON WORKING CONDITIONS AND TERMS OF EMPLOYMENT; AND ALL OTHER PERTINENT DATA RELATING TO ANTICIPATED EFFECTS ON EMPLOYEES. POST OFFICE TAKES

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POSITION THAT IT CAN IMPLEMENT ITS COSTLY AUTOMATION

PROGRAM WITHOUT PRIOR CONSULTATION AND SETTLE DISPUTED
ISSUES THROUGH GRIEVANCE MACHINERY.

3. CUPW EXECUTIVE BOARD MEETING DEC. 315 WILL HAVE TO
DECIDE WHETHER TO RENEW NEGOTIATIONS WITH POST OFFICE
AND TREASURY BOARD (USUAL MANAGEMENT REP INPUBLIC
SECTOR NEGOTIATIONS), RENEW ITS REQUEST FOR COURT
INJUNCTION TO PREVENT POST OFFICE FROM CARRYING OUT
FURTHER CHANGES UNTIL OUTSTANDING ISSUES ARE RESOLVED,
CALL GENERAL STRIKE, OR ANOTHER ROUND OF ROTATING WORK
STOPPAGES. CUPW PRESIDENT DAVIDSON TOLD LABATT THAT
HE PREFERS RESUMPTION OF NEGOTIATIONS BECAUSE HE FEELS
THAT COLLECTIVE AGREEMENT CLEARLY FAVORS UNION'S LITERAL
INTERPRETATION, BUT HE WOULD NOT VENTURE A GUESS ON
DECISION OF MAJORITY ON HIS EXECUTIVE BOARD.

4. COMMENT: FAR REACHING WORKER PROTECTION PROVISIONS
NOT CONTAINED IN ANY OTHER FEDERAL UNION CONTRACT WAS
AGREED TO OVERLY HASTILY BY FORMER POSTMASTER GENERAL
MACKASEY TO END LAST YEAR'S STRIKE. IT POSES REAL
DILEMMA FOR POST OFFICE IN MEETING ITS TIME
SCHEDULE FOR AUTOMATION OF MAIL PROCESSING. UNION
PRESIDENT DAVIDSON ADMITS THAT THIS PROVISION GOES
FURTHER THAN HE WOULD HAVE AGREED TO AS AN EMPLOYER
BUT NOW THAT IT IS ON THE BOOKS (AT LEAST UNTIL JUNE
WHEN CURRENT AGREEMENT EXPIRES) CUPW WILL INSIST ON ITS
IMPLEMENTATION.
ENDERS

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